

B.A.LL.B (Hons.) 5 YEARS INTEGRATED COURSE

SEMESTER-VI

Course Code	BAL605
Course Title	Labour and Industrial Law
Type of Course	Core
L T P	5 1 0
Credits	6
Course Prerequisites	12 th
Course Objectives (CO)	Objective of labour law is to ensure social welfare of workers. These laws help the employees to improve their social status i.e. material and morale of the workers by providing adequate wages and safety measures, ensuring appropriate working hours and health facilities. For hundreds of years, women and ethnic minorities have faced discrimination that limited their job prospects, subjected them to workplace abuses and greatly reduced the wages they could expect. Labor laws protect equal opportunity by requiring employers to give equal consideration to underrepresented groups, to pay equal pay for equal work and to institute policies that limit or prevent structural discrimination

UNIT-I

Exploitation of Labour and its different patterns

Working conditions in Unorganized sector with special reference to the Constitution of India and the Unorganized Worker's Social security Act, 2008
Significance of Labour Welfare in the era of Globalization.

UNIT –II

Terms of employment with special reference to Industrial Employment (Standing Order) Act, 1946
Wages under the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948
Social Security under Employees Compensation Act, 1923

UNIT –III

The Industrial Dispute Act, 1947
The concept of Industry, Industrial Dispute, Workman
Strike and Lockout
Lay off and Retrenchment

UNIT –IV

Methods and Authority for the settlement of Industrial Disputes
Works Committee, Conciliation Officers, Board of Conciliations, Labour Court,
Industrial Tribunal, National Industrial Tribunal, Voluntary Arbitration
Meaning of Award, its commencement, binding nature, enforceability and
judicial review of Award

Statutory Materials:

The Constitution of India, 1950

The Industrial Dispute Act, 1947

The Payment of Wages Act, 1936

The Minimum Wages Act, 1948

The Employees Compensation Act, 1923

The Unorganized Worker's Social Security Act, 2008

The Industrial Employment (Standing Orders) Act, 1946

Suggested Readings:

D.D. Seth, Commentaries on Industrial Dispute Act, 1947, (Jain Book Agency,
6th edi, 2016)

J. K. Soonavala, Supreme Court on Industrial Law, (lexis nexis, 4th edi, 2017)

K.D. Shrivastva, Commentaries on the Payment of Wages Act, 1936,(published
by Eastern Book Company)

K.D. Shrivastva, Commentaries on the Minimum Wages Act, 1948, (published by
Eastern Book company)

Meenu Paul, Labour and Industrial Law, (Allahabad law agency, New Delhi, 9th
edi.,2014

O.P. Malhotra, Law of Industrial Disputes ,(lexis nexis,7th edi,2015)

P.L Malik, Industrial Law,(25th edi,2017)

P.R. Bagri, Law of Industrial Disputes,(Bharat law house ,edi.2 , 1983)

S.C. Srivastva, Social Security and Labour Laws, 1985: Eastern Harry Calvert,
Social Security Laws, 1978

S.B. Rao, Law and Practice on Minimum Wages,(Law publishing house, 5th edi.)

V.K. Kharbanda & M.P. Shrivastav, Industrial Employment (Standing Orders)
Act, 1946